

State Responses to CCPT End of Year Report

Domestic Violence Services

Recommendations:¹

- Evidence-based [Domestic Violence] programs.
- [Domestic Violence] Programs that address entire family needs.
- [Domestic Violence] Perpetrator treatment.
- [Services for] Children witnessing domestic violence and [exhibit symptoms of] Post Traumatic Stress Syndrome.
- Improve access to services that are affordable and effective.
- County model-integrating the MH/SA/DV. (Research and Model Catawba Co.).

Response to CCPTs inquiry regarding Domestic Violence

Evidence-based Domestic Violence programs:

Domestic Violence programs throughout the state have recently been introduced to the concept of evidence-based practices. During the 2007 Annual State FVPSA meeting, Donna Potter, with the Child and Family Center in Durham, presented on evidence based practices for the DV programs in the state. As well, 16 of the 68 Family Violence Prevention Programs that are funded for the 2008-09 year, have received an additional \$10,000 in funding to implement evidence-based programs within their domestic violence services. Training will be ongoing and will include a special presentation on Evidence-based programs during the 2008 Annual FVPSA Meeting.

DV Programs tat address entire family needs:

Improve access to services that are affordable and effective:

Domestic Violence Perpetrator treatment

We have about 85 Domestic Violence program s across North Carolina and most are equipped to address the needs of the entire family to include making TANF/DV referrals, referrals for counseling and abuser treatment. All 100 counties have the capability to access TANF/DV funds for residents who qualify. TANF/DV allowable expenditures include counseling, rent, utilities, relocation, shelter, car repairs and car insurance for victims and their families. These services are at no cost to the victim if qualifications are met. There are 80 abuser treatment programs across the state whose curriculum has been approved by the NC Council for Women. The fees are based on a sliding scale and the perpetrators are required to pay something for accountability. The efficacy of any of these Domestic Violence services are always based on the participant/client.

Services for Children witnessing domestic violence and exhibit symptoms of Post Traumatic Stress syndrome:

¹ Recommendations are cited verbatim (except where noted] from the region CCPT reports. Full reports are provided in Appendix A.

22 Child Advocacy Centers throughout the state have the ability to offer services to children who have witnessed DV and/or who have been victims. As well, TANF/DV funds can be utilized for counseling for these children. There is not a specific uniformed DV model/program that has been developed to target children who have PTSS across the state. Each county has the option to utilize nationally recognized evidence-based programs that can address the needs of specific populations.

County model-integrating the MH/SA/DV. (Research and Model Catawba County)

Regional CCPT could make recommendation to the individual county, as applicable. There is no specific statewide requirement or model at this time.

Recognizing and Reporting Child Abuse and Neglect

Recommendations:²

- Statewide community awareness of mandatory reporting laws and services provided by DSS and within the community, and how to report child abuse and neglect.
- There is a lack of understanding about mandatory reporting laws with law enforcement and school systems do not make reports due to their lack of knowledge about “whether or not something should be done.”
- Funding and partnering with other agencies (Prevent Child Abuse) for trainings and seminars locally for medical personnel to increase their knowledge of child maltreatment. CCPT will help disseminate training information on such trainings.
- Encourage incentives for physicians who participate in the Child Medical Examiners program for both the initial and ongoing training.

In North Carolina, everyone is a mandated reporter. Anyone who suspects that a child is maltreated is required by law to report his or her suspicion to the County Department of Social Services. Evidence to establish the fact of child maltreatment is the responsibility of the County Department of Social Services. The Division of Social Services will work with Prevent Child Abuse North Carolina (PCANC) to insure that that agency’s outreach services are designed to meet the needs of citizens in regards to recognizing child maltreatment, publicizing contact information for reporting suspected child maltreatment and insuring that professionals had the guidance needed to make timely reports.

HOUSE BILL 2338, An ACT to require hospitals and physicians to report serious, non-accidental trauma injuries in children to law enforcement officials, passed in the last legislative session.

Permanency

Recommendations:³

- TPR filing and completions are timely within ASFA guidelines.⁴
- Training for judges and attorneys on awareness and impact of judicial delays in relation to child permanency.
- Need exists for a protocol to put in place in which Chief Judges are notified of delays and a plan to be developed to address delays.
- For social workers to have better access to National Criminal Record checks. Social workers to become DCI trained in order to complete National Criminal Record checks.
- Remove financial barriers to children achieving permanency through custody and guardianship agreements by reallocating foster care dollars currently being paid to maintain placements for children until they age out of foster care.
- Use the money [foster care board payments] to pay for subsidized custody and guardianship agreements to provide financial support for children for whom reunification is no longer the goal but termination of parental is not in the best interest of the child, and custody and guardianship offers the best and only chance for achieving permanency instead of having children age-out of the foster care system.
- Develop collaboration with law schools to do cross training for Judges and Attorneys on the different disciplines they will be working with in Child Welfare cases and the developmental and mental health needs of the child. Make juvenile court a priority and have better coordination of non-conflicting court dates across county lines within a judicial district (same attorneys are serving adjoining counties and are often scheduled to be in court in more than one county at the same time)⁵.
- Fund supportive services for kinship care at a level that enhances ability to provide quality care and permanency.

The North Carolina Division of Social Services and the Administrative Offices of the Court have developed a cross-training system for judges and Department of Social Services social workers. Angie Stevenson, Division of Social Services staff attorney and Janet Mason, of the UNC Institute of Government, leads this training. The AOC has been and continues to be involved in the development of the State's Program Improvement Plan. Quarterly meetings are held between AOC and NC DSS to address permanency and other child welfare concerns.

Community Foster Care Placement Resources

Recommendations:⁶

- Children's Home Society will certify and DSS can license if no MAPP trainer is in the county. [Formalized public-private partnerships to recruit, train, and license an adequate number of foster and adoptive homes].

- [There are not adequate MAPP-GPS certified facilitators in local communities.] Local DSS to be informed of train the trainer classes [for MAPP-GPS].
- Fully fund positions in local DSS agencies for foster care recruitment, licensing, and additional follow-up training.
- Reduce the recommended caseload for foster care licensing social workers.
- Develop more high-level therapeutic placement opportunities in the state.
- Dedicate more State DSS staff to process foster care home licensing applications.
- Increase efforts to recruit, train, and support caregivers who have ability and skills with increased funding from the state.
- Fund supportive services for kinship care at a level that enhances one's ability to provide quality care and permanency.

The Division of Social Services in partnership with the UNC Jordan Institute has been given a grant for foster and adoptive family recruitment. In implementing the terms of the grant, the Jordan Institute conducted community forums around the state to determine foster parenting needs. Based on information obtained from the forums, the Jordan Institute developed "tool kits" to support recruitment needs.

Additional licensing staff could speed the licensing process. However, currently the average licensing time for foster homes is 25 days. There are approximately 7,000 foster licensed foster homes in North Carolina and approximately ½ of those homes are therapeutic foster homes. "Becoming a Therapeutic Foster Parent – A Pre-service Curriculum" is the curriculum used to license therapeutic foster homes. Division staff is currently working to extend the therapeutic foster parenting opportunity to families across the state. Division staff is also developing a plan for regional MAPP training to meet the need for additional foster homes.

MAPP certification training is available statewide. Practicing social workers or licensed foster parents are eligible for MAPP certification. Individuals who are certified may provide MAPP training to other individuals who intend to become foster parents. However, the MAPP training does not qualify to provider to train other MAPP trainers. To make the most efficient use of the MAPP training program, individuals in close proximity may collaborate to bring a MAPP training session to the area.

Prevention

Recommendations⁷

General:

- The state and county should identify and appoint a stable, reliable organization or agency that is capable of providing parenting classes on a regular basis.
- Services must also be available after normal business hours to accommodate employed clients.
- Intensive (in-home) and non-intensive family education.
- Provide incentives to encourage public/private partnerships at the local level to plan and implement parenting education programs that will meet the needs specific to that community.

There are currently 31 Family Support/Family Resource Center programs funded in North Carolina through the Community Based Programs Office. These programs are required to implement Evidence Based, Evidence Informed or Promising Practice program models that have proven positive outcomes for the prevention of child abuse and neglect.

It would be ideal if each county in the state was funded to provide these parenting services, but there is not enough funding available.

Transportation

Recommendations⁸

- County and City officials within county develop a transit system that will meet the needs of transportation.

All 100 counties have at least some public transportation services or human services transportation, but access and availability is often less than what is needed locally. County transportation contacts are listed on NC DOT's public transportation web site: <http://www.ncdot.org/transit/nctransit/>

This web site also provides links to information about transportation funding that can help localities and local planning committees develop or expand transportation services. Some of NC DOT's funding is available only to the local public transportation systems. However, recently they announced the availability of funding that could go to other types of agencies so long as the use of the funds is part of a locally coordinated transportation plan. This includes "New Freedom" funding for people with disabilities and JARC (Job Access and Reverse Commute) funding for employment transportation. See "Grant News" for information about the last funding announcement in August 2008. We believe that another announcement will be made this fall about a similar opportunity to apply for grant funding. This upcoming announcement makes it very important for transportation stakeholders to become involved in local transportation planning activities and to provide input about the type of transportation services needed. They should contact the local transportation system and ask to be named as a local transportation stakeholder who is interested in participating in planning for transportation services. NC DOT's renewed emphasis on coordinated local transportation planning should give human service agencies a voice in assessing needs and developing priorities for their communities.

Day Care Services

Recommendations⁹

- Identify available local, state, [and/or] federal funding sources¹⁰
- State/Identify available daycare.
- Increase funding [for day care services].

- Partner with local chamber of commerce and industrial development commission, employers, county agencies to develop a plan to address gaps.
- Training and review of any updates should be disseminated to all agencies and their staff. Each agency will be responsible for notifying CCPT of updates or changes to best practice policy.
- Increase the funding for quality, affordable daycare throughout the state and decrease or eliminate waiting lists.

Thank you for contacting the Division to address the recommendations from the Community Protection Teams of the Division of Social Services' Program Improvement Plan regarding accessibility to quality child care for middle and low income families. The recommendations are addressed below.

Increased Funding and Funding Sources for Child Care Assistance

Over the past years, the General Assembly has increased funding to the Subsidized Child Care Program; however, due to varying economic factors that have affected the total number of families whose gross family income is at or below 75% state median income, the need for child care assistance continues to exceed the amount of funding available to the Subsidized Child Care Program. The current number of potentially eligible children for child care assistance is 375,629 which would cost \$1.3 billion.

This State Fiscal Year, the General Assembly increased the amount of funding for the Subsidized Child Care Program to maintain current services for approximately 931 children and to remove approximately 1,110 children from the waiting list. The total amount of non Smart Start funding available to the Division for the State Fiscal Year is \$397.9 million. The Division uses different federal and state funding sources to pay for subsidized child care. These funding sources have different requirements in terms of who may be served. The Division blends most of the funds at the state level so that as families' circumstances change their child care services continue. Each county receives an annual allocation of state and federal funding from the Division for subsidized child care. The amount of funding allocated to each county is determined by a formula described in state legislation.

State Child Care Funds: State child care funds are appropriated annually and are used either alone or in combination with one or more federal funds to subsidize the payment for a child who needs child care for one of the following reasons listed – child's parents are working or attempting to find works; parents are in school or in a job training program; child is receiving child protective services; child needs care to support child welfare services or because the family is experiencing a crisis; or the child is developmentally delayed or at risk of being developmentally delayed.

Federal Social Services Block Grant (SSBG): Funds from the SSBG that have been allocated for child care services can be used to pay for children who need child care for one of the reasons listed above.

Federal Child Care and Development Fund (CCDF): The Child Care and Development Fund may be used to pay for child care for children of low income parents who are working, seeking employment, or who are in school or in job training programs.

Federal Temporary Assistance for Needy Families (TANF): The Temporary Assistance for Needy Families (TANF) Program provides financial assistance to needy families through the state's Work First Program. TANF funds are transferred to the Child Care and Development funding for child care. In addition, direct TANF funds may be used to purchase child care.

State Smart Start Funds: Local Smart Start partnerships receive annual appropriations by the North Carolina General Assembly. Additional recurring funds in the amount \$500,000 was in the State Budget this State Fiscal Year. This provides approximately \$4.7 million new recurring funds for 2008-09. Smart Start partnerships must use 30% of their direct services dollars to expand subsidized child care. Smart Start funds can be used to pay for child care for any of the reasons listed above. In addition, the local Smart Start partnership may choose to expand services to serve families not covered by these reasons.

More At Four Pre-Kindergarten Programs: The *More At Four* Pre-Kindergarten Program receives annual appropriations by the North Carolina General Assembly. The Program received an additional \$30 million in recurring funds to increase the number of slots for 2008-09. The subsidized child care funds are blended with *More at Four*, Smart Start, Title I and other local funds to support child care for children age four who are at risk for developmental delays and eligible to attend public kindergarten the next year. The *More at Four* Pre-Kindergarten Program uses a variety of child care arrangements such as public schools, Head Start centers or licensed private child care centers to provide early childhood education services to this age group.

Some counties also use Work First funds, TANF MOE, grants, donations, additional Smart Start funds or other local funds to provide child care assistance for families. In addition, students enrolled in GED or curriculum programs can seek financial assistance from their community college to assist with the cost of child care.

Availability of Child Care Providers

Parents may choose their own child care provider from a variety of types of providers and can access a listing of child care facilities by county through the Division's web site at <http://ncchildcare.dhhs.state.nc.us/parents/>. In addition, they can contact their local child care resource and referral agency for information regarding providers that meet the family's specific criteria for child care. Parents may also choose an informal arrangement such as care by a non-licensed home provider, a relative who does not live in the child's home or care in the child's home. In addition, some providers offer care during non traditional hours such as weekends.

Based on the parent's need for care, subsidy policy allows payment for up to 55 hours of care per week for one plan of care. Special consideration is given to families who need more than one plan of care or families in a critical needs situation such as child protective services, foster care or in the Multiple Response System. Each county department of social services (DSS) or local purchasing agency (an agency that the DSS has contracted with to administer the Subsidized Child Care Program) has the option of prioritizing child care assistance for certain categories of need such as child protective services and Work First. Because the demand for services is greater than the available funding, many counties have a waiting list for child care assistance. Currently, there are over 36,000 children on the waiting list.

The availability of child care facilities varies between counties. Local child care resource and referral agencies provide training and technical assistance to providers on quality child care and in certain areas to increase availability to meet specific needs such as infant care. There are 8,911 star rated license facilities and G.S. 110 religious sponsored facilities with 430,970 child care slots in the state. These programs provide 1st and 2nd and/or 3rd shift care. In addition, the number of slots available through non licensed providers is 5,193. The number of child care slots exceeds the total number of children potentially eligible to receive child care subsidy assistance.

State and Local Partnerships with Other Agencies and Businesses

The Division collaborates with agencies such as the North Carolina Partnership for Children, the Office of School Readiness, Migrant Head Start, Interagency Coordinating Council, North Carolina Center for After School

Programs, Division of Public Health, Division of Social Services and others to provide affordable quality child care for families.

The Division encourages local departments of social services to partner with other agencies to determine how to maximize the available resources in the community to meet the child care needs of families. In addition, Subsidy Services Consultants of the Division provide training and technical assistance to staff of local departments of social services and the community regarding the Subsidized Child Care Program. The Division has developed corporate queries that are available to child care staff of the local department of social services. The queries provide historical expenditure and statistical information about each county's Subsidized Child Care Program. The queries provide county specific reports which they can provide to other agencies on the trends and patterns for special circumstances such as child protective services, teen parents, foster care and Work First.

If you have questions about the information provided in this memorandum, please contact Fay Lewis, Child Care Program Manager in the Subsidy Services Section of the Division, at (919) 662-4561, extension 7024, or email fay.lewis@ncmail.net.

Services for Undocumented Residents

Recommendations¹¹

- Fund programs that would assist undocumented aliens in enhancing their quality of living.

Response: North Carolina Health and Human Services takes reasonable steps to provide any resident of North Carolina with meaningful opportunity and access to participate in federally funded programs as Food and Nutrition Services, Work First, LIHEAP, CIP, Community Based Programs, Child Support Services, Aging and Adults Services, and Public Health Services in accordance with Title VI of the Civil Rights Act of 1964.

Unfortunately, there will not be "targeted funds" for undocumented persons because they are not in the states legally by law. Right now, the climate is so anti immigrant, I am not sure. The avocation of immigration reform would be the best strategy emphasizing on documenting expeditiously the residents currently residing in the states.

Best Practice Principles

Recommendations¹²

- Education of new and current child welfare staff on the Child and Family Services Reviews.
- [DSS] Social workers to have better access to National Criminal Record checks all social workers should become DCI trained in order to complete National Criminal Record checks.

- Develop and follow the MOU/MOAs established with the Department of Social Services, Law Enforcement, Department of Defense, Mental Health, local school system for consistent collaboration.
- Training and review of any updates should be disseminated to all agencies and their staff. Each agency will be responsible for notifying CCPT of updates or changes to best practice policy.
- Counties must have a method of notifying all agencies with contact numbers for after-hours personnel and phone numbers when applicable. This information must be kept current.
- Decrease [in DSS] turnover rate, low wages, and extensive caseloads among county Social Workers.

Community Child Protection Teams (CCPT) may take the lead in assuring that child welfare related contact information is compiled and kept current within each county. There should be a mechanism established in each CCPT to receive MOUs and new and updates to all laws, policies and practices affecting the wellbeing of children.

A national criminal record check continues to be a child welfare issue nation-wide. CCPTs may take opportunities to share their concern with their elected national legislators.

The Child and Family Services Review is located on the Division's web site. It is important for not only DSS staff to become familiar with the Review, but for all other citizens who work with children and families and those who are in a position to affect law policies and practices.

State-level Recommendation: Improve Organization, Structure and Process:

- To defuse the confusion regarding the roles and functions of the Community Child Protection Teams (CCPT), Citizen Review Panels (CRP), and Regional Community Child Protection Teams (RCPT): Develop a document or presentation that describes the roles and outputs (products) of each of the three distinct teams produce, and clarifies the different functions they serve.
- Consider renaming the Regional Community Child Protection Teams so they have a clear, distinct name [such as the Regional Citizen Review Panels' (CRP)].
- Consider reorganizing the Regional CCPT structure so that representative counties (like those selected for the Child and Family Services Review) participate rather than requiring all 100 counties to participate.
- Locate and secure an "organizational home" to provide training and support to the Regional CCPTs, receive recommendations from the Regional CCPTs, write the annual report, and make recommendations based on the regional reports. This could be a university, statewide non-profit agency (such as PCA-NC), or public-private entity (such as the Child Maltreatment Prevention Leadership Team). Dedicated funding will need to be provided to the "organizational home" to support the activities of the Regional CCPTs.
- Develop an annual reporting timeline for Regional CCPTs and "organizational home" members. (see Training and Technical Assistance section for details)
- Develop and implement training for Regional CCPTs and "organizational home" members on making quality recommendations and preparing reports in a timely manner. (see Training and Technical Assistance section for details)
- Develop a detailed reporting template for Regional CCPTs that they submit electronically to the "organizational home."

- Support local and regional CCPT efforts to include private citizens (including special populations).
- Include a review of local and regional CCPT membership and participation records as a part of the CFSR-biennial review process.

State-level Recommendation Provide Training and Technical Assistance for CCPTs/CRPs

- Make sure the Regional CCPTs and “organizational home” members are trained on the following:
 - CAPTA requirements and reporting expectations
 - Use of the electronic template for making recommendations in a manner that address CAPTA requirements (the template should provide clear, detailed instructions on writing and submitting recommendations).
 - a timeline that allows adequate time to collect the data from local CCPTs, write a Regional report, submit Regional reports to the “organizational home” and still allows the “organizational home” time to draft and submit a quality report
- Provide (or contract with the “organizational home” to provide) technical assistance to local CCPTs and regional CCPTs throughout the reporting process.

Local/Regional-level Recommendation: Develop Team Membership

- Local and Regional CCPTs should develop and implement a plan to ensure that team membership includes private citizens as well as professionals. Members should represent the diversity of the community, including racial/ethnic/cultural diversity as well as unique populations within the county or region (such as military representatives and/or other special populations).
- Local CCPTs could increase private citizen participation in meetings and the writing of recommendations and reports by:
 - approaching County Commissioners and asking them to appoint private citizen
- Regional CCPTs could increase private citizen participation in meetings and the writing of recommendations and reports by:
 - holding meetings after hours using technology (conference calls or webcasts) to reduce travel costs and as well as participation.